

94-2115 FL, JACKSONVILLE

06/04/02

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 WASHINGTON D.C. 20210

William W.Gross  
 Director

Division of  
 Wage Determinations

Wage Determination No.: 1994-2115  
 Revision No.: 29  
 Date Of Last Revision: 05/29/2002

States: **Florida**, Georgia

Area: **Florida** Counties of Baker, Clay, Columbia, Duval, Hamilton, Lafayette, Madison  
 Nassau, Putnam, Saint Johns, Suwannee, Taylor  
 Georgia Counties of Brantley, Camden, Charlton, Glynn, Pierce

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.85
Accounting Clerk II	11.70
Accounting Clerk III	12.45
Accounting Clerk IV	15.56
Court Reporter	13.04
Dispatcher, Motor Vehicle	13.23
Document Preparation Clerk	10.25
Duplicating Machine Operator	10.25
Film/Tape Librarian	11.23
General Clerk I	8.34
General Clerk II	9.64
General Clerk III	11.58
General Clerk IV	17.76
Housing Referral Assistant	14.11
Key Entry Operator I	10.06
Key Entry Operator II	12.80
Messenger (Courier)	8.42
Order Clerk I	10.99
Order Clerk II	12.48
Personnel Assistant (Employment) I	11.52
Personnel Assistant (Employment) II	12.10
Personnel Assistant (Employment) III	12.87
Personnel Assistant (Employment) IV	14.77
Production Control Clerk	14.60
Rental Clerk	10.35
Scheduler, Maintenance	11.23
Secretary I	11.23
Secretary II	12.86
Secretary III	14.11
Secretary IV	16.36
Secretary V	16.60
Service Order Dispatcher	11.56
Stenographer I	13.28
Stenographer II	14.08
Supply Technician	16.69
Survey Worker (Interviewer)	11.85
Switchboard Operator-Receptionist	8.55

Test Examiner	12.86
Test Proctor	12.86
Travel Clerk I	8.88
Travel Clerk II	9.68
Travel Clerk III	10.43
Word Processor I	10.97
Word Processor II	14.62
Word Processor III	16.37
Automatic Data Processing Occupations	
Computer Data Librarian	11.58
Computer Operator I	12.18
Computer Operator II	13.12
Computer Operator III	15.41
Computer Operator IV	18.91
Computer Operator V	21.00
Computer Programmer I (1)	16.52
Computer Programmer II (1)	21.25
Computer Programmer III (1)	22.97
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	19.20
Computer Systems Analyst II (1)	22.63
Computer Systems Analyst III (1)	26.84
Peripheral Equipment Operator	15.41
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	18.38
Automotive Glass Installer	14.06
Automotive Worker	14.06
Electrician, Automotive	15.98
Mobile Equipment Servicer	12.11
Motor Equipment Metal Mechanic	16.41
Motor Equipment Metal Worker	14.06
Motor Vehicle Mechanic	16.41
Motor Vehicle Mechanic Helper	11.47
Motor Vehicle Upholstery Worker	13.09
Motor Vehicle Wrecker	14.06
Painter, Automotive	15.02
Radiator Repair Specialist	14.06
Tire Repairer	11.70
Transmission Repair Specialist	16.41
Food Preparation and Service Occupations	
Baker	10.15
Cook I	8.70
Cook II	10.15
Dishwasher	6.46
Food Service Worker	6.89
Meat Cutter	10.74
Waiter/Waitress	7.09
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	15.02
Furniture Handler	9.62
Furniture Refinisher	15.02
Furniture Refinisher Helper	11.17
Furniture Repairer, Minor	13.09
Upholsterer	15.02
General Services and Support Occupations	
Cleaner, Vehicles	7.76
Elevator Operator	7.76
Gardener	9.69
House Keeping Aid I	6.78
House Keeping Aid II	7.76

Janitor	7.76
Laborer, Grounds Maintenance	8.53
Maid or Houseman	7.08
Pest Controller	10.99
Refuse Collector	7.76
Tractor Operator	9.25
Window Cleaner	8.53
Health Occupations	
Dental Assistant	12.01
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.29
Licensed Practical Nurse I	11.02
Licensed Practical Nurse II	12.36
Licensed Practical Nurse III	13.83
Medical Assistant	10.58
Medical Laboratory Technician	11.24
Medical Record Clerk	11.24
Medical Record Technician	13.54
Nursing Assistant I	7.90
Nursing Assistant II	8.88
Nursing Assistant III	9.69
Nursing Assistant IV	10.87
Pharmacy Technician	12.19
Phlebotomist	11.24
Registered Nurse I	16.92
Registered Nurse II	20.71
Registered Nurse II, Specialist	20.71
Registered Nurse III	25.06
Registered Nurse III, Anesthetist	25.06
Registered Nurse IV	30.01
Information and Arts Occupations	
Audiovisual Librarian	19.06
Exhibits Specialist I	13.49
Exhibits Specialist II	16.70
Exhibits Specialist III	20.50
Illustrator I	13.49
Illustrator II	16.70
Illustrator III	19.61
Librarian	18.93
Library Technician	12.87
Photographer I	12.26
Photographer II	15.18
Photographer III	17.83
Photographer IV	21.81
Photographer V	26.39
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.69
Counter Attendant	6.69
Dry Cleaner	8.47
Finisher, Flatwork, Machine	6.69
Presser, Hand	6.69
Presser, Machine, Drycleaning	6.69
Presser, Machine, Shirts	6.69
Presser, Machine, Wearing Apparel, Laundry	6.69
Sewing Machine Operator	9.15
Tailor	9.55
Washer, Machine	7.29
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	15.02
Tool and Die Maker	18.89
Material Handling and Packing Occupations	

Forklift Operator	12.76
Fuel Distribution System Operator	14.94
Material Coordinator	15.29
Material Expediter	15.29
Material Handling Laborer	10.24
Order Filler	9.88
Production Line Worker (Food Processing)	11.62
Shipping Packer	9.88
Shipping/Receiving Clerk	10.87
Stock Clerk (Shelf Stocker; Store Worker II)	10.58
Store Worker I	8.64
Tools and Parts Attendant	11.62
Warehouse Specialist	10.35
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	17.58
Aircraft Mechanic Helper	11.17
Aircraft Quality Control Inspector	16.95
Aircraft Servicer	13.09
Aircraft Worker	14.06
Appliance Mechanic	15.02
Bicycle Repairer	11.70
Cable Splicer	15.98
Carpenter, Maintenance	15.02
Carpet Layer	15.02
Electrician, Maintenance	18.39
Electronics Technician, Maintenance I	17.47
Electronics Technician, Maintenance II	19.24
Electronics Technician, Maintenance III	20.37
Fabric Worker	12.71
Fire Alarm System Mechanic	15.98
Fire Extinguisher Repairer	12.22
Fuel Distribution System Mechanic	17.58
General Maintenance Worker	14.06
Heating, Refrigeration and Air Conditioning Mechanic	15.98
Heavy Equipment Mechanic	15.98
Heavy Equipment Operator	18.30
Instrument Mechanic	15.98
Laborer	10.07
Locksmith	15.02
Machinery Maintenance Mechanic	15.98
Machinist, Maintenance	15.98
Maintenance Trades Helper	11.17
Millwright	15.98
Office Appliance Repairer	15.02
Painter, Aircraft	15.02
Painter, Maintenance	15.02
Pipefitter, Maintenance	15.98
Plumber, Maintenance	15.02
Pneudraulic Systems Mechanic	15.98
Rigger	15.98
Scale Mechanic	14.06
Sheet-Metal Worker, Maintenance	15.98
Small Engine Mechanic	14.06
Telecommunication Mechanic I	15.98
Telecommunication Mechanic II	16.95
Telephone Lineman	15.98
Welder, Combination, Maintenance	15.98
Well Driller	15.98
Woodcraft Worker	15.98
Woodworker	12.11

## Miscellaneous Occupations

Animal Caretaker	7.88
Carnival Equipment Operator	8.92
Carnival Equipment Repairer	8.42
Carnival Worker	6.74
Cashier	7.83
Desk Clerk	9.58
Embalmer	17.93
Lifeguard	9.42
Mortician	18.23
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.77
Recreation Specialist	12.79
Recycling Worker	10.26
Sales Clerk	9.42
School Crossing Guard (Crosswalk Attendant)	6.56
Sport Official	9.41
Survey Party Chief (Chief of Party)	17.46
Surveying Aide	9.89
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.56
Swimming Pool Operator	11.17
Vending Machine Attendant	8.87
Vending Machine Repairer	11.17
Vending Machine Repairer Helper	8.87
Personal Needs Occupations	
Child Care Attendant	7.24
Child Care Center Clerk	10.60
Chore Aid	6.78
Homemaker	16.83
Plant and System Operation Occupations	
Boiler Tender	16.19
Sewage Plant Operator	15.02
Stationary Engineer	16.19
Ventilation Equipment Tender	11.17
Water Treatment Plant Operator	15.02
Protective Service Occupations	
Alarm Monitor	11.13
Corrections Officer	13.12
Court Security Officer	13.12
Detention Officer	13.12
Firefighter	12.05
Guard I	7.83
Guard II	11.13
Police Officer	18.34
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	14.65
Hatch Tender	14.65
Line Handler	14.65
Stevedore I	13.60
Stevedore II	15.58
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	14.12
Archeological Technician II	15.80
Archeological Technician III	18.72
Cartographic Technician	19.56
Civil Engineering Technician	17.83
Computer Based Training (CBT) Specialist/ Instructor	20.05

Drafter I	11.26
Drafter II	12.76
Drafter III	15.80
Drafter IV	18.56
Engineering Technician I	11.79
Engineering Technician II	15.06
Engineering Technician III	18.49
Engineering Technician IV	21.71
Engineering Technician V	26.51
Engineering Technician VI	32.13
Environmental Technician	17.40
Flight Simulator/Instructor (Pilot)	22.63
Graphic Artist	19.08
Instructor	18.95
Laboratory Technician	14.66
Mathematical Technician	19.56
Paralegal/Legal Assistant I	14.34
Paralegal/Legal Assistant II	17.99
Paralegal/Legal Assistant III	22.00
Paralegal/Legal Assistant IV	26.63
Photooptics Technician	19.56
Technical Writer	20.50
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	14.66
Weather Observer, Senior (3)	16.28
Weather Observer, Upper Air (3)	14.66
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	14.00
Parking and Lot Attendant	7.52
Shuttle Bus Driver	10.02
Taxi Driver	8.03
Truckdriver, Heavy Truck	17.42
Truckdriver, Light Truck	11.02
Truckdriver, Medium Truck	15.71
Truckdriver, Tractor-Trailer	17.42

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 8 years, and 4 weeks after 15 years. Length of service includes the who of continuous service with the present contractor or successor, wherever employed, a the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther Ki Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Co Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitut any of the named holidays another day off with pay in accordance with a plan communi to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employee possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arm ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either the terms of the Government contract, by the employer, by the state or local law, or the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (\$0.67 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal gear and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

## Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

## REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form (SF 1444)}

## Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conformance process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupational classification and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order of priority: classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations

(the Directory) should be used to compare job definitions to insure that duties required are not performed by a classification already listed in the wage determination. Remember it is not the job title, but the required tasks that determine whether a class is in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.